

## 2017 Gender Pay Gap Reporting

### Why?

Following the introduction of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Gender Pay Reporting requires employers with 250 or more employees to publish a set of statutory calculations.

Gender Reporting is different to Equal Pay. Equal pay requires that men and women who carry out the same or similar roles are paid the same and we are confident that this occurs within our organisation.

### What?

This involves us carrying out six calculations based on the snapshot date of 5th April each year that show the following results from across our organisation:

- Mean and Median Gender Pay Gap
- Mean and Median Gender Bonus Gap
- Bonus Proportions
- Quartile Pay bands

### How?

Gender Pay Reporting requires us to make the calculations based on employee gender. We establish this by using our existing HR and payroll records which in turn is based on the information provided by our employees.

It does not involve publishing individual employee's data.

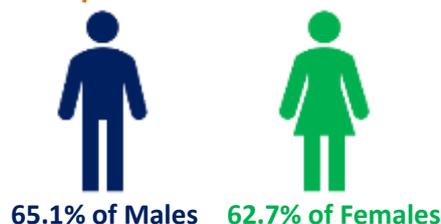


## What the data as of our snapshot of 5 April 2017 has shown us:

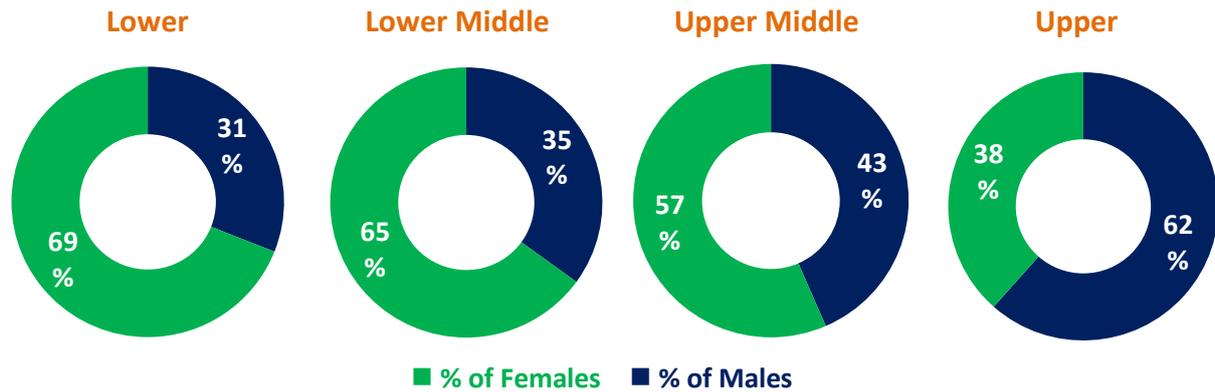
	Mean	Median
Pay Gap	25.5%	15.8%
Bonus Pay Gap	61.9%	71.9%

Our gender pay and bonus gap is largely driven by a higher percentage of males in more senior roles, common with many organisations in the Financial Services Sector. The bonus pay gap is also influenced by the proportion of part time colleagues who are predominantly female.

### % of Relevant Employees in receipt of a bonus



## Quartile Pay Bands



The data above illustrates the gender distribution across 4 equally sized quartiles of the organisation i.e. dividing our colleagues across 4 equal groups from lowest to highest paid. As indicated in our pay gap results above, this shows that we have more males in our Upper Quartile.

### What next?

Europa Group is committed to continuing to encourage our female colleagues to succeed and grow into our more senior roles and this will assist with rebalancing the gender pay and bonus gap and continuing the progression of our females into the upper pay quartile.

I confirm Europa Group Limited's gender pay gap calculations to be accurate.

Mary-Anne King  
Group Finance Director  
27 March 2018